

having left the plant, the following procedure shall be followed:

- (82) A representative of the Company in the presence of the Union's Chief Steward or his designated alternate will contact the employees by phone in accordance with the other terms of the overtime provisions to secure, if possible, the necessary number of employees needed for the overtime work.
- (83) Any employee who cannot be reached when called shall be passed over, but shall not be charged with the overtime hours scheduled for the purpose of overtime equalization.
- (84) Section 10: Overtime guidelines are clarified as follows:
- (85)
  - 1) Once an overtime offering is made the offering will be extended throughout the entire department until the offering has been filled or all qualified departmental employees have been canvassed or the offering has been rescinded.
- (86)
  - 2) Overtime will be offered in the following order:
    - Bid-in operators in a classification
    - Temporarily-assigned operators with four or more hours in the classification for that day.
    - These employees are also entitled to daily overtime within their permanent classification.
    - Any temporarily-assigned employee who is scheduled for the week will be eligible for weekend overtime in the temporary classification.
    - Caveat: If an employee is offered overtime within his permanent classification, he cannot refuse that overtime and work overtime in his temporarily-assigned classification until the rest of the department has been offered the overtime.
    - Balance of the departmental overtime list.
- (87)
  - 3) When weekend overtime is offered, shift preference is determined by the shift an employee worked during that week. If a conflict exists, seniority prevails.



- (88) 4) For purposes of overtime assignment, the hours of 7:00 PM to 11:00 PM on Friday evening will be assigned to third shift employees.
- (89) 5) Daily overtime will be offered to all qualified employees within the department in four (4) hour increments prior to offering any employees overtime in an eight (8) hour increment.
- (90) 6) Any employee who returns to work after an absence of four (4) or more weeks will have his overtime equalized as follows: Upon returning to work, overtime for the returning employee will be placed in the same proximity he had to the lowest man on his last day worked.
- (91) 7) Overtime worked or refused will be charged against the appropriate list according to the method in which it would be paid:
- All overtime paid at 1 ½ times is charged against the 1 ½ times list
  - All overtime paid at double-time will be charged against the double-time list.
  - Employees cannot be charged more than four (4) hours overtime per weekday unless those hours are worked.
  - Employees cannot be charged more than eight (8) hours overtime on weekends and holidays unless those hours are worked.
- (92) 8) Maintenance overtime will be charged the same as the rest of the plant with the following exceptions.
- Plant start-up activities will be handled on a separate "Start-up Schedule" managed by the Maintenance Department.
  - Leadmen will be offered overtime to cover for other Leadmen who are absent.
  - Journeymen will be offered overtime to cover for other Journeymen who are absent.
  - For all other maintenance overtime, Leadmen and Journeymen will be offered according to the senior employee who is lowest on overtime.



- Apprentices will only be offered overtime after all Leadmen and Journeymen have been offered.
- Any maintenance employee who is assigned to repair production or facility equipment will have preference on overtime to complete that task.

9) When an employee accepts a weekend overtime offering for less than a full shift, his shift will start at the same time as the regularly schedule shift unless mutually agreed to by the employee and his supervisor.

10) If an employee is granted an alternate shift for his convenience, this does not create an overtime situation.

## **ARTICLE 6 SENIORITY AND JOB BIDDING**

Section 1: The Company agrees that it recognizes the principle of seniority insofar as it applies to regular employees, who have been employed by the Company for more than six (6) weeks, two hundred forty (240) hours. This time period for new hires may be extended up to an additional six (6) weeks by mutual agreement between the Company and the Union. In all cases of layoff, recall, and promotion within the bargaining unit, length of service shall govern. Employees last hired shall be laid off first, and in recalling all employees shall be recalled in reverse order to that which they are laid off before any new employees are hired.

Section 2: Newly hired employees are subject to discharge during their probationary period without access to the grievance procedure; at the end of the probationary period, their seniority shall be computed from the first day of hiring.

Section 3: It Is agreed that length of service shall determine the order in which employees within the plant shall be laid off and recalled providing that they are qualified to do the available work. If a disagreement arises